

3

COMMITMENT TO OUR
COMMUNITIES



Commitment to our communities

Our community initiatives are central to the group's values of making an unselfish contribution to society, nurturing an entrepreneurial spirit, valuing diversity and respecting others, which all underpin Investec's aim of being a responsible corporate citizen.

Our priority SDGs



Our approach

In line with our vision to create sustained long-term wealth, we need a thriving economy with active economic participants. To become economically active, people need to be educated and skilled in order to be employed or create employment themselves as entrepreneurs. Those professionals and entrepreneurs become our clients and staff, and partner with us to create more wealth. In this way, we are able to address financial inclusion, creating active economic participants and engaging with communities in a meaningful way.

Our approach focuses on three categories of impact:

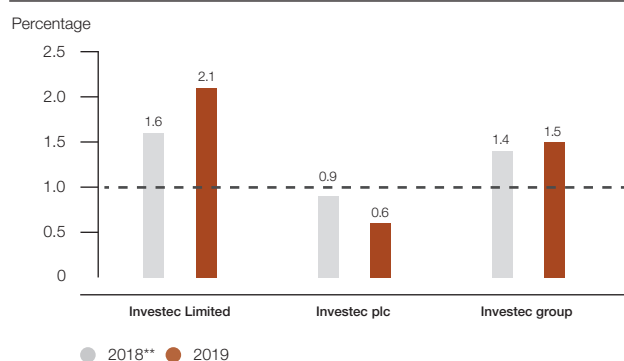
- Education and learnerships (aligned to priority SDG 4: quality education)
- Entrepreneurship and job creation (aligned to priority SDG 8: decent work and economic growth)
- Environment and other philanthropy (aligned to priority SDG 6, SDG 7, SDG 9 and SDG 11).

In keeping with our business model of independent, highly autonomous business units, supported by a strong centre, there is no single overriding approach to social investment within the group, although clear commonalities exist. Each of the regions has pursued social investment as deemed appropriate to their circumstances and where they are in the evolution of their business.

Wherever possible, we seek to collaborate with partners, so as to leverage resources and expertise and help ensure a lasting impact as well as long-term sustainability for our projects.

The active involvement of our people, through volunteering, remains at the core of our community strategy. We have many well-established partnerships and volunteering initiatives to support these partners. Further, we make ad hoc donations to charities in response to requests for assistance across all regions and business areas within the group. This allows us to allocate meaningful grants in areas which might not fall within the main focus of our community initiatives.

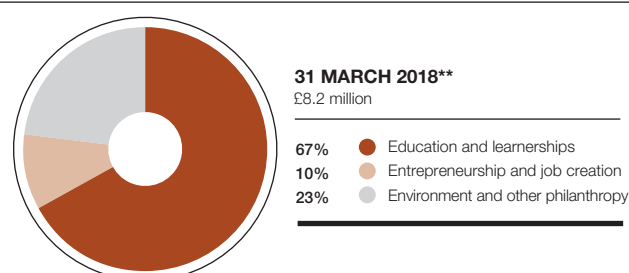
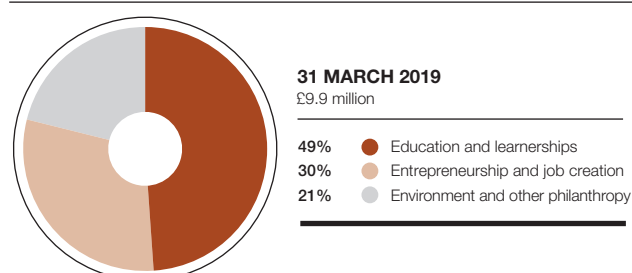
Spend on community initiatives as a % of operating profit*



Achieved
1.5%
group community spend
as a % of operating profit*
(target: >1.0%)

* Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests.

Spend on community initiatives by category (%)



** 31 March 2018 numbers were restated to include external learnerships and job creation (YES initiative).

Community spend across the group 

| Year ended | 31 March 2019 | | 31 March 2018** | |
|--|-------------------|--------------------|------------------|--------------------|
| | £ | R | £ | R |
| Southern Africa community spend | | | | |
| Education and learnerships | 4 405 926 | 79 478 016 | 4 872 973 | 83 883 741 |
| Entrepreneurship and job creation | 2 536 044 | 45 747 426 | 411 264 | 7 079 527 |
| Environment and other philanthropy | 1 161 564 | 20 953 317 | 1 256 219 | 21 624 645 |
| Total | 8 103 534 | 146 178 759 | 6 540 456 | 112 587 913 |
| UK and Other community spend | | | | |
| Education and learnerships | 408 117 | 7 361 985 | 628 925 | 10 826 365 |
| Entrepreneurship and job creation | 397 161 | 7 164 344 | 378 470 | 6 515 015 |
| Environment and other philanthropy | 953 448 | 17 199 137 | 689 823 | 11 874 668 |
| Total | 1 758 726 | 31 725 466 | 1 697 218 | 29 216 048 |
| Group community spend | | | | |
| Education and learnerships | 4 814 043 | 86 840 001 | 5 501 898 | 94 710 106 |
| Entrepreneurship and job creation | 2 933 205 | 52 911 770 | 789 734 | 13 594 542 |
| Environment and other philanthropy | 2 115 012 | 38 152 454 | 1 946 042 | 33 499 313 |
| Total group community spend | 9 862 260 | 177 904 225 | 8 237 674 | 141 803 961 |
| Operating profit * | 664 527 | | 607 505 | |
| Group community spend as a % of operating profit * | 1.5% | | 1.4% | |
| UK and Other community spend according to LBG [^] | 2 110 984 | 38 079 810 | 2 109 396 | 36 311 304 |
| Group community spend according to LBG[^] | 10 214 518 | 184 258 569 | 8 649 852 | 148 899 217 |

* Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests.

** 31 March 2018 numbers were restated to include external learnerships and job creation (YES initiative).

[^] London Benchmarking Group, a global standard for measuring, benchmarking and reporting on corporate community and philanthropy spend.

Staff volunteering

Through our staff volunteering programme we support and encourage staff participation and engagement as we believe that far more can be achieved through our collective knowledge, expertise and influence than through cash donations alone.

Our people play a pivotal role in our staff volunteering programmes giving selflessly of their time, money, goods and skills to support our communities. We foster a culture of participation by offering a number of opportunities for staff to get involved, some of which are outlined below.

We offer staff a payroll giving programme in our South African, UK and other regional offices.

In South Africa, our *Touch by Giving* programme allows staff to donate money on a monthly basis, or once off, to 12 pre-selected and vetted charitable organisations, and Investec matches all staff contributions. We also encourage staff to volunteer in their own communities. Through the *Cradle Project*, staff have the opportunity to present charitable donation requests to a forum and possibly receive funding for projects in which they are involved.

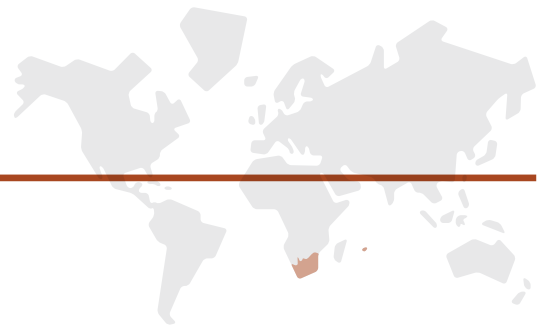
For *Mandela Day*, we ran a book drive over two months encouraging staff in all our regional offices in South Africa to donate previously loved books. We collected more than 5 000 books that were donated to partner organisations.

In the UK, our payroll giving programme, *Give-As-You-Earn*, enables staff to donate money to a charity of their choice. Staff fundraising endeavours are supported through employee charity

funding while small grants are made to local charities within our focus areas. All staff are also given two days paid leave to volunteer with our community partners.

Highlights for the year

- > 7 130 hours spent on volunteering (2018: > 9 000 hours)
- South Africa: 674 staff volunteered > 2 930 hours (2018: > 4 700 hours)
- UK and Other: > 4 200 hours spent on volunteering (2018: > 4 400 hours)
- In South Africa, we facilitated 18 general staff volunteering events and 11 community events for business units which replaced their traditional teambuilding events (2018: 9 general staff volunteering events; 19 community events).
- In the UK and Other, staff donated > £476 600 to charity through payroll giving (2018: > £544 000) and a further £210 800 (2018: £156 800) was raised by staff, including through Investec sponsored events.



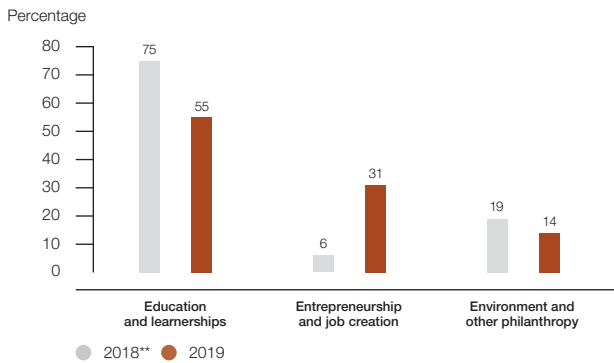
Southern Africa

Our strategy in Southern Africa focuses on education and learnerships, entrepreneurship and job creation, and the environment.

Our objectives are as follows:

- To facilitate an increase in the number of entrepreneurially-minded learners who matriculate, as well as those with a decent pass in English, mathematics and science and, who have an aspiration to proceed beyond matric
- To facilitate access to quality tertiary education, support and celebrate excellent performance thereafter
- To enable on-the-job training, exposure and experience for youth through learnership opportunities
- Support the development of young entrepreneurs in an effort to contribute towards job creation
- To preserve our communities through conservation education and ensuring a clean, resource-rich natural environment.

Southern Africa spend on community initiatives by category (%)



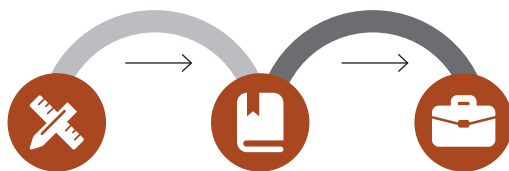
increase in total community spend for Southern Africa
March 2019: R146.2mn
 (March 2018**: R112.6mn)

** 31 March 2018 number were restated to include external learnerships and job creation (YES initiative).

Education and learnerships



Our strategy in Southern Africa focuses on creating opportunities, through education and learnerships, that equip and enable young people within our communities to become active economic participants in society. We support and empower talented individuals within a defined continuum of interventions through school and university to the workplace. Through our many education and learnership initiatives within our communities we are contributing to SDG 4 (quality education).



| HIGH SCHOOL | TERTIARY | WORKPLACE |
|---|--|--|
| <ul style="list-style-type: none"> • Promaths • High school bursaries | <ul style="list-style-type: none"> • Student bursaries • Teacher development • Mentorship | <ul style="list-style-type: none"> • Work readiness • Learnerships |

^ Academic year: January – December.

Highlights for the year

- 54% of Southern Africa’s community spend was allocated to education and external learnerships
- Promaths contributed 5.0% of the country’s national distinctions in mathematics and science (2017^: 4.8% and 5.0% respectively)
- > R14.7mn invested in the Umuzi Academy and Afrika Tikun learnerships in 2018^.

Contributed

5.0%
of the country's national distinctions in mathematics and science (2017[^]: 4.8% and 5.0% respectively)

Promaths

Since inception of our flagship programme Promaths, 13 years ago, Investec has funded over 7 500 disadvantaged learners through the programme. Promaths is aimed at supporting the education system by providing extra tuition in mathematics and science to learners in grades 10 – 12 at selected schools across the country. Investec, in partnership with the Entrepreneurship Development Trust (EDT) and the Kutlwanong Centre for Maths, Science and Technology, currently funds 3 960 learners in nine centres. The ninth centre was established in 2018 in Khayelitsha township, Cape Town, supporting 210 learners from 11 feeder schools. In 2018, 233 858 learners wrote mathematics and 172 319 wrote science nationally. In the Promaths programme there were 267 distinctions in mathematics from 1 176 learners and 412 distinctions in science from 1 173 learners writing their final examinations, both of which contributed 5.0% of the country's national distinctions in the two subjects.

The programme does not seek to replace the role of mathematics and science educators in schools, but rather to supplement their efforts in order to improve the performance of high-potential learners in these subjects in their schools.

40
high school bursaries awarded (2017[^]: 35)

Bursaries and alumni programmes

High school bursaries

In pursuit of affording academically and financially deserving high school learners access to quality education around the country, Investec, in partnership with the EDT, awarded bursaries to 40 high school learners in grades 10 – 12 in 2018[^]. Sixteen learners matriculated in 2018[^] producing 53 distinctions (average of 3.5 distinctions per learner).

116
university bursaries (2017[^]: 112)

University bursaries

Investec, in partnership with the EDT, awards young South Africans, with academic potential and in financial need, the opportunity to study towards financial sector-related degrees at various local universities. The 116 bursary students in 2018[^] varied from first year to honours level.

17
Promaths bursaries (2017[^]: 10)

Promaths bursaries

There are currently 17 students receiving bursaries through the Promaths Bursary Fund, that was launched in 2017[^]. The fund aims to provide bursaries to Promaths Alumni who are academically and financially deserving.

1 724
Promaths Alumni at university (2017[^]: 1 208)

Promaths Alumni

Investec supports 13 Promaths Alumni chapters that aim to connect, motivate and empower ex-Promaths learners who are now studying at tertiary institutions around the country. A total of 1 724 students were on the alumni programme in 2018[^].

13
NMU merit awards allocated (2017[^]: 15)

Investec Merit Awards at Nelson Mandela University (NMU)

In partnership with NMU, Investec offers merit awards to individuals who do extremely well academically and are in need of financial assistance. The 13 merit award recipients in 2018[^] received small once-off bursaries to enable them to register and gain access to university.

[^] Academic year: January – December.

COMMITMENT TO OUR COMMUNITIES

(continued)

4 286

registered users on
Career Xplora
(2017[^]: > 4 000 users)

Career guidance

Investec has made career guidance central to its education offerings to encourage learners to aspire to an excellent pass rate, provide guidance around subject choice and tertiary study opportunities as well as expose learners to the corporate world and opportunities available within the financial sector, specifically at Investec.

Career Xplora

Investec, in partnership with Brainwave Careers, run an innovative mobile career guidance platform called Career Xplora. This mobile application (app) enables real time chats between facilitators and learners about subject selection, career guidance and opportunities post matric.

359

JuniorTukkie
learners supported
(2017[^]: 403 learners)

JuniorTukkie Programme

The JuniorTukkie Programme, run in partnership with the University of Pretoria, is an initiative aimed at identifying top academic achievers at high school level and assisting them to make informed study and career choices. The programme is open to learners from grades 9 – 12 who demonstrate academic excellence. Investec supports the grade 11 empowerment programme and the grade 12 preparation conference.

360

learners exposed to A
Day @ Investec
(2017[^]: 390 learners)

A Day @ Investec

This initiative invites grade 11 learners to spend a day at the Investec offices exposing learners to different careers within the financial sector in a more practical manner. Learners spend the day with a staff member in one of the five regional offices, gaining exposure to the working environment at Investec.

60

students attended
the **Work Readiness
Programme**
(2017[^]: 57)

Work Readiness Programme

University students have limited or no exposure to the world of work and often lack the soft skills needed to get a job, stay employed, and advance in employment. In response to this challenge, Investec hosts an annual Work Readiness Programme aimed at assisting the transition from tertiary education to the working environment. Selected students from Investec programmes attend this week-long programme to experience our dynamic environment and acquire the skills required to thrive in the world of work.

116

mentees
were partnered with
116 Investec mentors
(2017[^]: 148 mentees
and 115 mentors)

Mentorship Programme

To complete the educational support loop, Investec also addresses the need that many university students have for advice and mentorship. The Mentorship Programme pairs Investec staff volunteers with bursary recipients. In this role, staff members become personal mentors, offering students a sounding board for educational and other decisions or difficulties. In many instances, mentors also draw on the skills and expertise of other colleagues to assist bursary students with particularly challenging university courses. The programme includes the Mentorship Appreciation Day when all mentors and mentees reflect on the programme and acknowledge the successes.

32

student teachers
completed the
**development
programme**
(2017[^]: 18 student
teachers)

Teacher Internship Programme

Investec's partnership with the Independent Schools Association of Southern Africa (ISASA) and the Department of Basic Education, aims to develop quality teachers in mathematics, science and English. The ISASA programme provides prospective Senior and Further Education and Training teachers with bursaries to study for a four-year Bachelor of Education (B.Ed) or a one-year postgraduate certificate in education (PGCE) at UNISA. Interns are placed in ISASA host schools for the duration of their undergraduate or postgraduate education studies. On completion of the internship, qualified teachers are required to take up posts in public state-funded schools to ensure the transfer of skills. In 2018[^] there were 100 student teachers on the programme, of which 32 completed the programme that year.

> R14.7mn

invested in Umuzi
**Academy and Afrika
Tikkun learnerships**

Learnerships

Investec supports two external learnership programmes, the Umuzi Academy and Afrika Tikkun. The Umuzi Academy offers one-year learnerships that produce high calibre, entry-level designers, copywriters, digital and multimedia professionals. The learnership includes nine months of on-the-job training at Umuzi, and three months working at a partner agency, media or production house. The Afrika Tikkun end-to-end learnership aids the empowerment of young job seekers by providing them with entry to mid-level jobs. Investec currently funds 80 learners on the programme who are placed in both our regional offices as well as with partner hosts.

[^] Academic year: January – December.

Entrepreneurship and job creation



Our strategy in Southern Africa supports the growth of young entrepreneurs from school-going age to working entrepreneurs, in order to grow the South African economy and create employment opportunities. Through our various initiatives in entrepreneurship and job creation we are contributing to SDG 8 (decent work and economic growth).

43

entrepreneurs given global exposure through trips abroad
(2017[^]: 54 entrepreneurs)

Global Exposure Programme

Investec's Global Exposure Programme, in partnership with the EDT, takes aspiring entrepreneurs from different sectors on overseas trips to expose them to countries that are sector leaders. The trip itinerary is designed based on the entrepreneurs selected as well as the sector focus, and includes visits to think tanks, universities, start-ups, venture capitalists, angel funders, leading companies, thought leaders as well as formal and informal opportunities to network and showcase their businesses. In the last year, our Global Exposure Programme hosted four international trips with a different sector focus for each trip: social entrepreneurship, textile manufacturing, education and financial services and innovation.

There are 266 entrepreneurs on the Global Exposure Alumni Programme that brings together individuals who have experienced the Global Exposure Programme. The alumni programme exposes entrepreneurs to presentations of interest and networking opportunities.

157

entrepreneurs completed the programme in the past year
(2017[^]: 29 entrepreneurs)

Startup School

Founded by some of South Africa's most successful entrepreneurs and supported by Investec, Startup School offers a 12-week online entrepreneurial learning programme for startup and scale-up entrepreneurs in South Africa as well as on the African continent. The course aims to capacitate and facilitate support to the online learners who are supported by an experienced team of educational, coaching and entrepreneurial specialists. The Startup School approach combines interactive learning, business coaching and mentorship, to facilitate the development of a set of core behaviours identified by research as critical for sustained entrepreneurial success and the development of an entrepreneurial mindset.

294

learners from disadvantaged communities participated
(2017[^]: 327 learners)

Junior Achievement South Africa (JASA)

Investec supports JASA's Entrepreneurship Academy Programme in furthering its goal of stimulating an entrepreneurial mindset as well as life skills amongst grade 10 and 11 learners. The 24-week programme, hosted in ten disadvantaged schools across the country, providing 294 learners with practical hands-on skills to launch and manage their own small businesses. Thirty learners were selected to participate in Investec's Junior Innovators Competition prior to the final competition.

Placed
> 1 200

youth in jobs with

11

of our partners during the year

The Youth Employment Service (YES) initiative

YES, a collaboration between government and the private sector, was launched by President Cyril Ramaphosa in March 2018. The key objective is to create one million quality work experiences for South African youth (between the ages of 18-34) over the next three years. Stephen Koseff, former CEO of the Investec group, is a co-convenor of YES, with Investec being one of the first companies to sign up to the programme. In the last financial year, we partnered with 11 organisations across South Africa to host over 1 200 youth, of which 63% were female.

Our initial cohort of interns graduated from the programme on 31 March 2019. Our first 20 interns were employed in Mpumalanga by the Sabi Sands Pfunani Trust. They held a variety of positions ranging from office administrators, data collectors, eco-monitors and artisans to trainers. Out of the first cohort, 85% received permanent employment post the one-year internship.

Investec also supported the YES operations through sponsoring the launch event, providing grants for working capital as well as providing office space. In the past financial year, we donated R2 million towards the establishment of the first YES hub in Tembisa township, Gauteng.

[^] Academic year: January – December.

Environment and other philanthropy



Investec recognises that communities require a clean, resource-rich natural environment that supports the growth of business and the economy. Through our environmental initiatives, we are preserving our communities, supporting the economy of wildlife and contributing to SDG 11 (sustainable cities and communities). We also donate to a number of ad hoc philanthropic initiatives which would positively impact across all 17 SDGs.

5 812
 children reached
 through our
 conservation
 programme
 (17 373 children reached
 since inception in 2013)

Investec Rhino Lifeline

Investec Rhino Lifeline was established in 2012 to raise awareness of the rhino crisis in South Africa. It has refined its focus to concentrate on raising awareness through two key areas: youth education and rhino rescue. We partner with specialists supporting their efforts by raising awareness, funds and donations and leveraging Investec’s international brand and presence to maximise our impact. We recognise that rhino protection is not possible without the buy-in and support of the surrounding communities and as a result concentrate on the critical Bushbuckridge community living alongside the Kruger National Park.

4 227
 grade 4 students
 sponsored through the
 GWF Open Learning
 Academy

Youth education

Education plays a pivotal role in the fight to save the rhino and aligns with Investec’s broader approach to community initiatives. Since inception, we have spent R14.8 million (66% of our total investment in Investec Rhino Lifeline) on educating children in local communities and increasing awareness around the importance of caring for wildlife as well as the vital contribution that tourism and conservation present for future employment and career opportunities. We continue to partner with Coaching for Conservation (C4C) on their C4C childrens programme and with Good Work Foundation (GWF) on their Open Learning Academy.

80 rhino
 rescued and cared for
 by our partners with our
 support since 2012

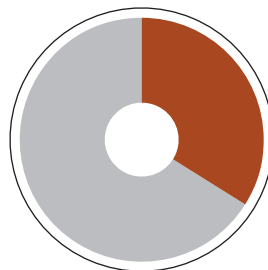
Rhino rescue

The rescue of rhino calves and poaching survivors is critical to the ultimate survival of the species and provides an important awareness platform and fundraising vehicle. Investec businesses, staff and clients also support our partners, Care for Wild and the Hoedspruit Endangered Species Centre (HESC).

Raise awareness

As part of raising awareness in the past year, we took Nicholas Pinnock, the main actor in the Investec brand campaign, to visit HESC and GWF to learn more about conservation and rhino. We subsequently raised further awareness by running social media campaigns in South Africa and the UK. Investec in the UK also participated in the Tusk Trails rhino campaign, raising awareness in the City of London and among staff, as well as funds for Tusk and our joint beneficiary, C4C.

Investec Rhino Lifeline spend since 2012



R22.3 million

34% Rhino rescue
 66% Youth education

> R5.1mn
 spent since
 inception in 2012

Birdlife South Africa

The Power and Infrastructure Finance (PIF) business partners with BirdLife South Africa to help minimise the environmental impact of renewable energy projects on birds and their habitats. PIF ensures that all renewable energy facilities they support comply with international environmental standards and BirdLife South Africa helps developers and project financiers, such as Investec, gain a better understanding of the potential impact on birds and on improving environmental performance. BirdLife South Africa promotes relevant research, and facilitates the flow of information between academics, environmental consultants, decision-makers, developers and operators of renewable energy facilities. They provide guidance so that high risk sites can be avoided and impacts adequately assessed, monitored and mitigated during project planning and beyond. In this way, Investec and BirdLife South Africa help refine decision-making for further developments and improve the long-term environmental sustainability of renewable energy.

> R1.2mn
 spent since inception in
 2013

Endangered Wildlife Trust

Investec has supported the Endangered Wildlife Trust's (EWT) Carnivore Conservation Programme since 2013, funding the research and monitoring of the wild dog population in the Kruger National Park. Wild dogs are South Africa's most endangered carnivore and the population in the KNP is the largest and most viable in the country, numbering 250 dogs in 22 packs. The conservation of this population of wild dogs is therefore critical. The largest ever monitoring project of wild dogs in KNP showed that a number of the packs were leaving the western boundary where they are exposed to a number of threats. As a result, the current focus of the project empowers communities along the boundary. We believe that with improved knowledge and understanding of wild dogs, communities can contribute to the ongoing conservation efforts of this important species.

Grants awarded to
27
 diverse conservation
 projects across the
 continent since 2013

Tusk Conservation Awards

Investec Asset Management (IAM) has supported the Tusk Conservation Awards for the past seven years. We developed the Tusk Annual Awards in partnership with the charity, Tusk and HRH The Duke of Cambridge, its royal patron. Tusk is a charity established in response to an urgent need to halt the decline of Africa's natural heritage and build a sustainable future for the people and wildlife of the continent. The Tusk Awards are recognised as one of the most prestigious awards in African conservation and acknowledge the contribution made by extraordinary people towards conservation. The initiative has provided 27 grants to diverse conservation projects across the continent, since inception of the awards in 2013.

99
 ad hoc donations made
 through the South
 African office

Philanthropic Initiatives

We recognise that there are many other needs and related causes that fall outside of our key focus areas and therefore allocate a small portion of our community initiatives budget to philanthropic initiatives and ad hoc donations.

Our philanthropic donations include our support of the Investec Soccer League, the Field Band Foundation, enke: Make Your Mark and the Sounds of Celebration programme. Our ad hoc donations are to charities across all regions in South Africa in response to requests received. Donations in South Africa are between R5 000 and R20 000 in areas which fall both within and outside our main focus areas. In the past year, we donated R3 million to philanthropic and ad hoc donations.

Mauritius

In Mauritius, our community initiatives focus on projects within the education, environment and sports development sectors. Our projects are directed at communities or beneficiaries that are financially disadvantaged and we aim to provide long-term sustainability where possible.

Our key project within the **education** sector is our support of TIPA (Terrain for Interactive Pedagogy through Arts), an NGO that runs an educational programme working with pupils, teachers and parents through arts, interactive pedagogy and life skills. In the **environment** sector we support the Mauritian Wildlife Foundations' Learning with Nature Education Project that aims to conserve the fauna and flora wildlife welfare of both Mauritius and Rodrigues. We also fund Ecole Pere Henri Souchon and Animaterra in their vegetable farming project that teaches pupils basic crop cultivation skills in a sustainable manner using the principals of biological farming. This project is part of the school curriculum and provides pupils with skills to assist them to find employment in the agricultural sector once they have finished school. Our support of the **sports development** sector includes the Tranquebar Black Rangers Volley Ball Club, Tranquebar Boxing Club and Tranquebar Football Club.



For more detail, please refer to Investec Bank (Mauritius) Limited's 2019 annual report on our website.

Highlights for the year

- £42 124 spent on community initiatives in Mauritius (2018: £58 786)
- 412 children impacted through TIPA's creativity classes
- 6 887 online supporters were reached through TIPA's child abuse campaign
- 70% of staff participated in the annual volunteer drive.



UK and Other

In the UK, we partner with local organisations in all of our projects. Our people form an integral part of our approach and volunteer their time, skills and money in all of our key community initiatives.

We champion our community initiatives by:

1

Building dedicated charitable partnerships

2

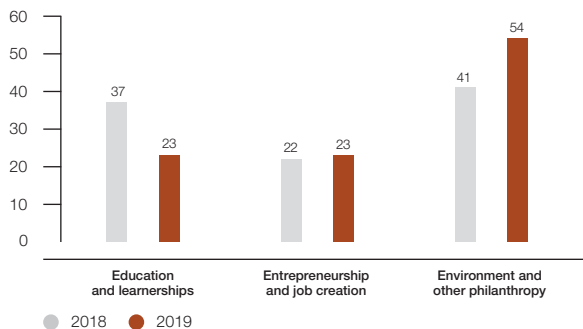
Harnessing our diverse resources and collective talent

3

Engaging all of our people in making a positive difference.

UK and Other spend on community initiatives by category (%)

Percentage



increase in community spend
 March 2019: £1.8mn
 (March 2018: £1.7mn)

COMMITMENT TO OUR COMMUNITIES

(continued)

Education and learnerships



Through the education projects we support, we aim to empower young people to achieve their goals in life. While we recognise the importance of academics, our community partners also focus on employability, life and interpersonal skills.

> 1 710

Arrival Education learners supported by Investec in the past 11 years

Arrival Education

Investec partners with Arrival Education, a social enterprise that focuses on supporting young people from challenging backgrounds and minority ethnic groups through programmes which encourage social mobility. Arrival Education aims to raise aspirations and develop the mindsets and skills required for students to achieve success in their lives. Investec, a primary partner of Arrival Education, hosts volunteer-led workshops and coaching sessions in our London office, as part of the Access Network, for ambitious 16 – 18 year olds who are interested in pursuing a career in business.

In the last year, we increased the number of workshops and coaching sessions which allowed more students as well as employees to participate in the programme. Investec supported 113 students in 2018 with 152 Investec employees volunteering on the programme. Twenty-four employees also volunteered to become coaches to the students, providing mentoring for these students over a nine month period.

Investec hosted Invest for Success, in partnership with Arrival Education, an innovative six-month programme designed for students wanting to succeed in the financial industry. Students are taught the principles of trading through a simulated stock portfolio game where they are given fictitious funds to invest in five stocks. Over the duration of the programme, 24 volunteers supported 50 students, contributing 229 volunteering hours.

> 340

volunteering hours spent supporting learners

(2018: > 400 hours)

La Mare De Carteret Primary School

Investec partners with La Mare De Carteret Primary School, one of the two social priority primary schools in Guernsey, which support learners, some with special educational needs, through funding and volunteering. Investec volunteers in our Guernsey office spent over 340 hours in the past year supporting the learners with mathematics, coding, sports, gardening, outdoor learning and breakfast clubs.

26

students mentored this year

(2018: 21 students)

Marino College

The partnership with Marino College in Dublin is in its 11th year, where our employees act as mentors to students. The initiative involves mentor meetings with students on a monthly basis over a two-year period, arranging mock interviews, work placements and providing guidance to the students as required.

Entrepreneurship and job creation



Our roots are based in the spirit of entrepreneurship and we strive to nurture an entrepreneurial spirit in our staff, clients and the communities local to our offices.

119

entrepreneurs were given advice

(2018: 139 entrepreneurs)

Bromley by Bow Centre

The Bromley by Bow Centre focuses on social economic regeneration in the London Borough of Tower Hamlets. In 2011 we became the sole funder of the centre's Beyond Business programme, a unique social enterprise incubator which provides seed funding and professional advice to entrepreneurs looking to start their own social enterprise business. The launched enterprises tackle a variety of social issues including youth unemployment, social exclusion, vulnerable families, community cohesion, homelessness, mental health, rehabilitation of ex-offenders and food poverty. Many of the entrepreneurs are female and of ethnic minority. Our volunteers sit on the selection panel, offering one-to-one advice to shortlisted aspiring entrepreneurs and grant seed funding to successful applicants. We also run the annual Beyond Business College at Investec providing the successful applicants with specialist support in addition to guidance on an ongoing ad hoc basis.

Environment and other philanthropy



We focus on improving the environment for communities local to our offices through engaging our employees. Other philanthropic donations are made to a variety of worthy recipients.

14

urban community greening projects supported

Trees for Cities

Trees for Cities is a charity which engages local communities and schools to plant trees and shrubs, and to grow food, reconnecting urban areas with nature. Teams of our people from our London and Leeds offices have rolled up their sleeves to volunteer with the charity, helping to plant over 2 500 trees and with 14 urban community greening projects including planting food gardens in schools and outdoor maintenance.

Philanthropic Initiatives

In the past financial year, we funded a number of philanthropic initiatives. A portion of our community spend was allocated to the charity, Proms at St Judes to run the Speak It! workshop and competition for young people. The workshop enhances and consolidates skills development, and the exposure to public speaking opportunities helps to build the young students self-confidence. We also support various sporting events such as the London Marathon and the Prudential Ride London where we encourage staff to participate.

Australia

Our community initiatives focus on a small number of ongoing philanthropic sponsorship and volunteering initiatives through partnership with local, entrepreneurial organisations.

We partner with the **Australian Business Community Network (ABCN)**, a not-for-profit organisation on a mentoring programme. ABCN pairs professionals in businesses with students in high-need schools. The mentoring programme aims to inspire young people to see beyond their community's expectation of them and to widen students' awareness of the range of personal, educational and vocational choices they have available to them. Investec participates in two of ABCN's programmes, namely GOALS and FOCUS. GOALS is one-on-one mentoring in a group environment that aims to widen choices of students considered to be at risk of disengaging from school or with limited aspirations. FOCUS is group mentoring for year 11 female students with female mentors in leadership positions, exploring the challenges of leadership through shared experience and personal reflection.

In the last financial year Investec provided 240 ABCN students with mentoring services and computer equipment, that was donated when we upgraded our office computers to laptops.

* Academic year: January – December.

Highlights for the year

- 240 students benefited from the experience of professional mentors from Investec (2017*: 35 students)
- 93% of students who participated in ABCN programmes completed year 12 (2017*: 90% of students).